



HUMAN RIGHTS POLICY

1. Purpose

This policy outlines the Company's commitment to respect and uphold human rights in all aspects of its operations, in line with international standards and applicable national laws.

2. Scope

This policy applies to all employees, contractors, suppliers, and business partners associated with the Company.

3. Policy Statement

- The Company respects the dignity, rights, and freedoms of all individuals.
- No form of human rights violation—such as forced labor, child labor, discrimination, harassment, or unsafe working conditions—will be tolerated.
- Equal opportunity, diversity, and inclusion will be promoted across all levels of the organization.
- Employees have the right to freedom of association, collective bargaining, and to raise grievances without fear of retaliation.
- All work must be voluntary, and employees are free to leave their employment after serving the required notice.
- Working hours, wages, and benefits will comply with applicable laws and industry standards.

4. Key Commitments

- Provide a safe and healthy working environment.
- Prohibit discrimination based on race, gender, religion, caste, age, disability, or any other protected characteristic.
- Respect employee privacy and confidentiality.
- Prevent child labor and forced labor in its operations and supply chain.
- Support diversity and inclusion in recruitment, promotions, and leadership.
- Conduct regular training and awareness programs on human rights.

5. Roles and Responsibilities

Management

- Demonstrate leadership commitment to human rights.
- Allocate resources to ensure compliance with this policy.
- Monitor implementation and address any violations promptly.

HR Department

- Integrate human rights principles into HR practices such as recruitment, onboarding, and performance management.



HUMAN RIGHTS POLICY

- Conduct employee training and awareness programs.
- Ensure a fair and transparent grievance redressal system.

Employees

- Treat all colleagues with dignity and respect.
- Report any observed human rights violations through appropriate channels.
- Comply with the Company's Code of Conduct and ethical standards.

Suppliers & Business Partners

- Adhere to the same human rights principles in their business practices.
- Ensure no child labor, forced labor, or unsafe working conditions in their operations.
- Cooperate with Company audits or assessments related to human rights compliance.

6. Grievance Mechanism

Employees and stakeholders may report human rights violations through the HR grievance process, ethics helpline, or directly to senior management. Complaints will be investigated confidentially and fairly.

7. Non-Retaliation

The Company prohibits retaliation against any person who raises a human rights concern in good faith.

8. Review

This policy will be reviewed annually and updated as necessary to align with changing laws, industry standards, and best practices.


Prepared By




Approved By